



## **JOB DESCRIPTION**

- Title of the post:** Lecturer/Senior Lecturer in Animal Behaviour and Welfare  
(Permanent / Full Time)
- Department:** Animal Production Welfare and Veterinary Sciences
- Reporting to:** Head of Animal Health and Welfare Section

### **The University**

#### **Background**

Harper Adams University is the leading UK Higher Education (HE) institution focused on the land-based and food supply-chain sectors with an important national role in these subject areas.

Situated on a single campus in rural and scenic Shropshire, the University, and its surrounding area, provide an excellent working and living environment for staff and students alike, yet the University campus is only one hour from the UK's second city of Birmingham. Around 3,000 HE students attend the University, primarily on sandwich courses, which include a year-long industrial placement. Undergraduate and postgraduate degrees are offered. The University also welcomes individuals who wish to undertake CPD or similar professional training to support their careers in the agri-food chain and rural industries.

The University was founded by Thomas Harper Adams in 1901 on the original farmland of the Harper Adams Estate. The University estate includes amenity areas, woodland, and a commercial farm of 205 hectares; with rented land, the total area farmed is approximately 640 hectares, spread over several locations with cereals, potatoes, forage maize and grassland carrying a dairy herd, sheep, beef, pig and poultry units.

The Privy Council awarded taught degree awarding powers to Harper Adams in 1996 and research degree awarding powers in 2006. Full University Title was granted by Her Majesty's Privy Council in December 2012. The University changed its legal status to that of a Company Limited by Guarantee in July 2012 and remains one of a small number of Universities which are Registered Charities. Her Royal Highness The Princess Royal became the University's first Chancellor in 2013.

#### **Academic Provision**

The University offers a wide range of courses including Foundation and Honours degrees, in addition to shorter awards designed to meet the continuing professional development needs of those already in the workplace. The subjects are wide ranging and cover Agriculture, Applied Life Sciences, Animal Science and Health, Business, Countryside, Engineering, Food and Land & Property Management. The University has also focused on developing its postgraduate education and research and there are a growing number of postgraduate students at both diploma, masters and PhD level.

Harper Adams has built up an international reputation for the quality of its courses and has achieved the highest possible ratings in recent Quality Assurance Agency reviews, and holds a Gold Teaching Excellence Framework (TEF) award. There is active encouragement of research and the University took part in the last Research Excellence Framework (REF) exercise. 56% of our submitted research was rated either internationally excellent or world leading and 100% was rated of international quality. Our extensive programme of research and education for professionals in the land-based and food chain sectors supports a high profile of business and community reach-out work, short course delivery for businesses and technology transfer activities supported by strong industry links and partnerships with companies including Saputo Dairy UK (formerly Dairy Crest), CLAAS and Ice Robotics.

Current high profile projects include the Hands Free Farm – following on from the world-first Hands Free Hectare autonomous farming success; controlled traffic farming and development of laser weeding.

## **Recognition**

Harper Adams is consistently positioned highly in a range of national ratings, performance measures and league tables.

The University has been the highest performing modern university in The Times and Sunday Times Good University Guide for the last three years, climbing to 33<sup>rd</sup> place in the overall league table.

In the QS World Rankings for Agriculture and Forestry published in March 2019, Harper Adams was ranked first in the UK for academic reputation and second in the world for its reputation with employers.

In the 2019 Whatuni? Student Choice Awards, based on student reviews, Harper Adams won the Student Support category for the fifth time – the only university to have taken the title since the awards began - and won the category for best job prospects for a fourth year running.

The university has also made great advances in the Complete University Guide, progressing from 84<sup>th</sup> to 27<sup>th</sup> place in five years.

## **Facilities**

Harper Adams has extensive, well-equipped facilities and is constantly investing in its campus. Facilities include a range of modern teaching facilities and an extensive library, a variety of IT suites including an engineering design centre, newly extended laboratory facilities, a field laboratory and a livestock project centre, a glasshouse complex, an agricultural engineering unit with a large covered soil working area and a number of sustainable technology installations. New facilities opened since 2017 include new laboratories, an Agri-Tech Innovation Hub and SMART Dairy Unit. A new Centre for Animal Well-being is due to commence construction in summer 2019 ahead of the opening of the Harper & Keele Veterinary School in 2020. Capital funding to support the development of many of these facilities has been provided through the work of the Development Trust. The University provides a range of training and professional development opportunities via its staff development programme.

## **Catering and Sports Facilities**

The University's Students' Union operates a small gym and squash courts that staff may use on the payment of a nominal fee. The University has an open-air swimming pool bowling green and tennis courts that are available for staff use during the summer period. A variety of University catering outlets provide access to lunch facilities on campus.

For further details about the University, please visit our website:

<http://www.harper-adams.ac.uk>

## **The Animal Production Welfare and Veterinary Sciences Department**

The University seeks a highly motivated animal scientist, to join the team supporting Animal and Veterinary Sciences at undergraduate and postgraduate level at the University. This post is a permanent, full-time appointment, however, the University would also welcome interest from applicants who wish to have a part time post.

Successful candidates will have experience in one of the areas listed below and exposure to the other.

- Animal Behaviour
- Animal Welfare
- Animal Science

In addition to the investment in key academic staff the University continue to make capital investments to support teaching and research within the animal sciences area. The role will focus on animal behaviour related teaching topics and support on the further development of research in this area at the University, studies into farm animal behavior and welfare have been a part of our research portfolio for some time, the development of the Harper and Keele Veterinary School will provide further opportunities to develop this clinical area.

The appointee will have a specific role to participate in the delivery of the animal sciences and in particular animal behaviour related modules across a range of programme areas. The department delivers programmes in, Agriculture, Bioveterinary Sciences and Animal Health and Welfare at undergraduate and a range of professional and postgraduate programmes, which can be viewed on our web site, with a strong animal behavior content and will collaborate in the delivery of the new Veterinary Medicine and Surgery programme starting in 2020 within the Harper and Keele Veterinary School. The post holder will work alongside the experienced Animal Health and Welfare team within the department with mentors to assist in the development of teaching, research and knowledge transfer skills. The support within the team will allow those with limited experience of teaching to develop these skills in a dynamic but supportive environment. The successful candidate will be expected to have a track record of working in in animal behavior field and to further develop a research profile in this area. Applicants who can supplement the core skill to complement those of the team will be of considerable interest to the department.

## **Main Duties and Responsibilities**

The main duties of the role include:

1. Contribution to and development of teaching a range of animal behaviour and welfare related modules
2. Participation in and development of the animal behavior related research and reach-out activity of the Department
3. Undertake the duties of a member of academic staff including:
  - a. Participation in the organisation and supervision of undergraduate projects;
  - b. Involvement in the supervision of students during their placement periods;
  - c. Participation in the broader academic and corporate life of the University, which will require occasional weekend work
4. Such other duties as requested by the Line Manager

### Personal Specification

	Essential	Desirable
Qualifications	A relevant first degree	Higher degree/Post graduate study to develop the specialist skills required to address the topic areas
Experience	Experience to develop the specialist skills required to address the topic areas  Relevant Research, and publication.  Knowledge Transfer and related publication.	Experience of participation in the delivery of teaching or profession related training, preferably at Higher Education level.
Knowledge/Skills	Appropriate role related skills.	
Personal Qualities	High level interpersonal skills  The ability to work both as part of a team and autonomously as the needs demand	

If not already a Fellow, the appointee will be expected to become a Fellow of the Higher Education Academy within three years of taking up the post. The University will provide training as necessary and will pay the one-off accreditation fee.

### Conditions of Service

**Salary** The commencing salary will be within the range £34,189 to £50,132 per annum. The point of entry will be dependent upon relevant qualifications and experience. Salaries are paid monthly, in arrears, by credit transfer.

**Pension** The person appointed will be entitled to participate in the Teachers' Pension Scheme (TPS) subject to its terms and conditions from time to time in force, unless election is made to make private pension arrangements or to participate in the State Earnings Related Pension Scheme (SERPS)

**Contract of Employment** The Contract of Employment will be that agreed between PCEF and the unions recognised at national level (the Polytechnics and Universities National Negotiating Committee Lecturers' Common Interest Group) on 5 December 1990, revised to comply with the Trade Union Reform and Employment Rights Act 1993 and the provisions of the National Framework Agreement for the modernisation of pay structures. The main features are:

- participation in staff appraisal schemes;
- exclusivity of contract;
- clauses relating to patents and inventions, copyright, confidential information, pensions, sickness and maternity benefits.

A full copy of the Contract of Employment and associated conditions will be available for inspection by candidates shortlisted for interview.

**Removal Expenses** The lowest of three tenders for removal expenses within the United Kingdom will be refunded. If the successful candidate terminates the engagement within six months of commencement the removal expenses must be repaid to the University.

**Probationary Period** The appointment is subject to satisfactory completion of a twelve month probationary period.

**Criminal Convictions** The post involves the opportunity for access to children and young persons under the age of 18. For this reason the University is entitled to take into account any criminal convictions, cautions or impending case(s) that it considers to be relevant to this post.

The post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that applicants are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act.

Applicants must therefore complete the part of the application form declaring any criminal convictions and cautions from any court or police authority. The successful applicant will have to undergo a Criminal Records Bureau check before an appointment can be made.

## **References:**

Candidates should ensure that they provide full details of the name and postal address of their referees. Please include e-mail addresses and telephone numbers wherever possible.

Referees should include your present, or most recent, employer.

## **Application Procedure:**

All applications should be completed and submitted using the Harper Adams e-Recruitment programme at <http://jobs.harper-adams.ac.uk>

**To be completed no later than 17.00 on September 19<sup>th</sup> 2019**